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INVENTORY FOR PERSONAL GOAL SETTING

This form is designed to help you describe how you relate to people now and to enable you to set some goals for personal growth. During the lab, this inventory (to whatever extent you want to share it) may help others be helpful to you in your pursuit of these goals.

For each of the statements below, place an X at an appropriate place on the line to designate where you are now; place an O on the line to designate where you want to be.

1. ABILITY TO LISTEN TO OTHERS IN AN UNDERSTANDING WAY
Not at all able Completely able
1 2 3 4 5 6 X 7 8 9 O
2. WILLINGNESS TO DISCUSS FEELINGS WITH OTHERS
Completely unwilling Completely willing
1 2 3 4 5 6 X 7 8 9 O
3. AWARENESS OF THE FEELINGS OF OTHERS
Completely unaware Completely aware
1 2 3 4 5 X 6 7 8 9 O
4. UNDERSTANDING WHY I DO WHAT I DO
No understanding Complete understand
1 2 3 4 5 X 6 7 8 9 O
5. TOLERANCE OF CONFLICT AND ANTAGONISM
Not tolerant Tolerant
1 2 3 4 X 5 6 7 8 9 O
6. ACCEPTANCE OF EXPRESSIONS OF AFFECTIONS AND WARMTH AMONG OTHERS
Uncomfortable Readily
1 2 3 4 5 X 6 7 O 8 9
7. ACCEPTANCE OF COMMENTS ABOUT MY BEHAVIOR FROM OTHERS
Rejecting Welcoming
1 2 3 4 5 X 6 7 8 9 O

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8. WILLINGNESS TO TRUST OTHERS
Completely Suspicious Completely trusting
- 1 2 3 4 5X0 6 7 8 9
-
9. ABILITY TO INFLUENCE OTHERS
Completely unable Completely able
- 1 2 3 4 5X 6 7 8 90
-
10. RELATIONS WITH PEERS
Wholly competitive Wholly cooperative
- 1 2 3 4 5X0 6 7 8 9
-
11. TENDENCY TO SEEK OUT LEARNING OPPORTUNITIES
Content to wait Always searching
- 1 2 3 4 5X 6 70 8 9
-
12. BREADTH OF FOCUS
Intensive narrow focus Extensive wide search for solution and understanding
- 1 2 3 4 5 6X 70 8 9
-
13. SPEED OF DECISION
Defer judgment as long as possible Decide as quickly as possible
- 1 2 3 4 5X0 6 7 8 9
-
14. OBJECTIVE VS. INTUITIVE
Rely exclusively on feelings not facts Rely exclusively on facts, not feelings
- 1 2 3 4 5X0 6 7 8 9
-
15. IMPULSIVITY
I think before I speak Speak before I thin
- 1 2 3 4X0 5 6 7 8 9
-
16. IMITATION VS. SELF-PROBLEM SOLVING
Always solve problems for myself Learn exclusively from others
- 1X 2 30 4 5 6 7 8 9

17. PERSISTENCE

Give up too quickly on tough problems

Never give up

1 2 3 4 5 6 7 X 0 8 9

18. SELF PROBLEM IDENTIFICATION

Never see myself as part
of the problem

Always see myself
as a major part of
the problem

1 2 3 4 5 X 0 6 7 8 9

19. INTERNAL-EXTERNAL FOCUS

Completely controlled by
my environment

Completely controll
by my inner feeling
and thoughts

1 2 3 4 5 X 0 6 7 8 9

20. REACTIONS, SUCCESS-FAILURE

Stimulated most by reproof,
failure, negative feedback

Stimulated most by
praise, success,
positive feedback.

1 2 3 4 5 X 0 6 7 8 9

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F I R O - B

Please place number of the answer that best applies to you in the box at the left of the statement. Please be as honest as you can.

- 3

 1. I try to be with people.
1. usually 2. often 3. sometimes 4. occasionally
5. rarely 6. never
- 3

 2. I let other people decide what to do.
1. usually 2. often 3. sometimes 4. occasionally
5. rarely 6. never
- 3

 3. I join social groups.
1. usually 2. often 3. sometimes 4. occasionally
5. rarely 6. never
- 5

 4. I try to have close relationships with people.
1. usually 2. often 3. sometimes 4. occasionally
5. rarely 6. never
- 4

 5. I tend to join social organizations when I have an opportunity.
1. usually 2. often 3. sometimes 4. occasionally 5. rarely
6. never
- 5

 6. I let other people strongly influence my actions.
1. usually 2. often 3. sometimes 4. occasionally 5. rarely
6. never
- 3

 7. I try to be included in informal social activities.
1. usually 2. often 3. sometimes 4. occasionally 5. rarely
6. never
- 5

 8. I try to have close, personal relationships with people.
1. usually 2. often 3. sometimes 4. occasionally 5. rarely
6. never
- 3

 9. I try to include other people in my plans.
1. usually 2. often 3. sometimes 4. occasionally 5. rarely
6. never
- 5

 10. I let other people control my actions.
1. usually 2. often 3. sometimes 4. occasionally 5. rarely
6. never

F I R O, Page 2

- 3 11. I try to have people around me.
1. usually 2. often 3. sometimes 4. occasionally 5. rarely
6. never
- 5 12. I try to get close and personal with people.
1. usually 2. often 3. sometimes 4. occasionally 5. rarely
6. never
- 3 13. When people are doing things together, I tend to join them.
1. usually 2. often 3. sometimes 4. occasionally 5. rarely
6. never
- 5 14. I am easily led by people.
1. usually 2. often 3. sometimes 4. occasionally 5. rarely
6. never
- 4 15. I try to avoid being alone.
1. usually 2. often 3. sometimes 4. occasionally 5. rarely
6. never
- 3 16. I try to participate in group activities.
1. usually 2. often 3. sometimes 4. occasionally 5. rarely
6. never

PLEASE BE AS HONEST AS YOU CAN

- 1 17. I try to be friendly to people.
1. most 2. many 3. some 4. a few 5. one or two 6. nobody
people people people people people
- 3 18. I let other people decide what to do.
1. most 2. many 3. some 4. a few 5. one or two 6. nobody
people people people people people
- 4 19. My personal relations with people are cool and distant.
1. most 2. many 3. some 4. a few 5. one or two 6. nobody
people people people people people
- 3 20. I let other people take charge of things.
1. most 2. many 3. some 4. a few 5. one or two 6. nobody
people people people people people
- 4 21. I try to have close relationships with people.
1. most 2. many 3. some 4. a few 5. one or two 6. nobody
people people people people people
- 4 22. I let other people strongly influence my actions.
1. most 2. many 3. some 4. a few 5. one or two 6. nobody
people people people people people

FIRO, Page 3

- [4] 23. I try to get close and personal with people.
1. most people 2. many people 3. some people 4. a few people 5. one or two people 6. nobody
- [4] 24. I let other people control my actions.
1. most people 2. many people 3. some people 4. a few people 5. one or two people 6. nobody
- [5] 25. I act cool and distant with people.
1. most people 2. many people 3. some people 4. a few people 5. one or two people 6. nobody
- [6] 26. I am easily led by people.
1. most people 2. many people 3. some people 4. a few people 5. one or two people 6. nobody
- [5] 27. I try to have close, personal relationships with people.
1. most people 2. many people 3. some people 4. a few people 5. one or two people 6. nobody
- [3] 28. I like people to invite me to things.
1. most people 2. many people 3. some people 4. a few people 5. one or two people 6. nobody
- [4] 29. I like people to act close and personal with me.
1. most people 2. many people 3. some people 4. a few people 5. one or two people 6. nobody
- [4] 30. I try to influence strongly other people's actions.
1. most people 2. many people 3. some people 4. a few people 5. one or two people 6. nobody
- [3] 31. I like people to invite me to join in their activities.
1. most people 2. many people 3. some people 4. a few people 5. one or two people 6. nobody
- [4] 32. I like people to act close toward me.
1. most people 2. many people 3. some people 4. a few people 5. one or two people 6. nobody
- [3] 33. I try to take charge of things when I am with people.
1. most people 2. many people 3. some people 4. a few people 5. one or two people 6. nobody
- [3] 34. I like people to include me in their activities.
1. most people 2. many people 3. some people 4. a few people 5. one or two people 6. nobody

FIRO, Page 4

35. I like people to act cool and distant toward me.
 1. most people 2. many people 3. some people 4. a few people 5. one or two people 6. nobody
36. I try to have other people do things the way I want them done.
 1. most people 2. many people 3. some people 4. a few people 5. one or two people 6. nobody
37. I like people to ask me to participate in their discussions.
 1. most people 2. many people 3. some people 4. a few people 5. one or two people 6. nobody
38. I like people to act friendly toward me.
 1. most people 2. many people 3. some people 4. a few people 5. one or two people 6. nobody
39. I like people to invite me to participate in their activities.
 1. most people 2. many people 3. some people 4. a few people 5. one or two people 6. nobody
40. I like people to act distant toward me.
 1. most people 2. many people 3. some people 4. a few people 5. one or two people 6. nobody

PLEASE REMEMBER TO BE AS HONEST AS YOU CAN

41. I try to be the dominant person when I am with people.
 1. usually 2. often 3. sometimes 4. occasionally 5. rarely 6. never
42. I like people to invite me to things.
 1. usually 2. often 3. sometimes 4. occasionally 5. rarely 6. never
43. I like people to act close toward me.
 1. usually 2. often 3. sometimes 4. occasionally 5. rarely 6. never
44. I try to have other people do things I want done.
 1. usually 2. often 3. sometimes 4. occasionally 5. rarely 6. never

FIRO B, Page 5

- [3] 45. I like people to invite me to join their activities.
1. usually 2. often 3. sometimes 4. occasionally 5. rarely
6. never
- [6] 46. I like people to act cool and distant toward me.
1. usually 2. often 3. sometimes 4. occasionally 5. rarely
6. never
- [4] 47. I try to influence strongly other people's actions.
1. usually 2. often 3. sometimes 4. occasionally 5. rarely
6. never
- [3] 48. I like people to include me in their activities.
1. usually 2. often 3. sometimes 4. occasionally 5. rarely
6. never
- [4] 49. I like people to act close and personal with me.
1. usually 2. often 3. sometimes 4. occasionally 5. rarely
6. never
- [3] 50. I try to take charge of things when I'm with people.
1. usually 2. often 3. sometimes 4. occasionally 5. rarely
6. never
- [3] 51. I like people to invite me to participate in their activities.
1. usually 2. often 3. sometimes 4. occasionally 5. rarely
6. never
- [5] 52. I like people to act distant toward me.
1. usually 2. often 3. sometimes 4. occasionally 5. rarely
6. never
- [4] 53. I try to have other people do things the way I want them done.
1. usually 2. often 3. sometimes 4. occasionally 5. rarely
6. never
- [3] 54. I take charge of things when I'm with people.
1. usually 2. often 3. sometimes 4. occasionally 5. rarely
6. never